



DEPARTMENT OF THE ARMY  
WASHINGTON, DC 20310-0300

26 OCT 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Publication of the National Security Personnel System Enabling Regulations

1. The Department of Defense (DoD), together with the Office of Personnel Management, has finalized the enabling regulations for our new civilian personnel system, the National Security Personnel System (NSPS), established by the Fiscal Year 2004 National Defense Authorization Act, Public Law 108-136. They are now ready for final publication in the Federal Register. The Acting Deputy Secretary of Defense, Mr. Gordon England, announces this to all DoD employees in the enclosed memorandum.
2. As we move forward with NSPS, we continue to emphasize the unique opportunity that NSPS provides to reshape the way we manage our civilian workforce. The NSPS will bring the most far-reaching changes in the civilian personnel system in decades. Implementing NSPS will require a significant commitment to making it work, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, reward and grow a civilian workforce that supports our soldiers in the field and will help us meet the national security demands of the twenty-first century.
3. We need your personal commitment and involvement to ensure success. Your support of NSPS to your entire workforce --- soldiers and civilians -- will lead the way to effect the changes needed to successfully implement and manage this program. Your example will demonstrate the Army's commitment to NSPS and help promote a positive environment for change. Please take advantage of the training opportunities that will be offered and ensure that your workforce is adequately trained as well.
4. Thank you for your personal involvement in this critical effort.

F. L. HAGENBECK  
Lieutenant General, GS  
Deputy Chief of Staff, G-1

DANIEL B. DENNING  
Principal Deputy Assistant  
(Manpower and Reserve Affairs)

Enclosure

DISTRIBUTION:

ADMINISTRATIVE ASSISTANT TO THE SECRETARY OF THE ARMY  
COMMANDER  
US ARMY EUROPE AND SEVENTH ARMY  
EIGHTH US ARMY  
US ARMY FORCES COMMAND  
US ARMY MATERIEL COMMAND  
US ARMY TRAINING AND DOCTRINE COMMAND  
US ARMY CORPS OF ENGINEERS  
US ARMY PACIFIC  
MILITARY SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND  
US ARMY MILITARY DISTRICT of WASHINGTON  
US ARMY CRIMINAL INVESTIGATION COMMAND  
US ARMY MEDICAL COMMAND  
US MILITARY ENTRANCE PROCESSING COMMAND  
US ARMY SPECIAL OPERATIONS COMMAND  
US ARMY INTELLIGENCE AND SECURITY COMMAND  
US ARMY SPACE AND MISSILE DEFENSE COMMAND  
DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY

CF:

ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS),  
ATTN: SAMR-HR (MS. KLUH)

SUPERINTENDENT, US MILITARY ACADEMY

DIRECTOR

CIVILIAN HR REGION, EUROPE  
CIVILIAN HR REGION, SOUTHWEST  
CIVILIAN HR REGION, PACIFIC  
CIVILIAN HR REGION, NORTHEAST  
CIVILIAN HR REGION, SOUTH CENTRAL  
CIVILIAN HR REGION, NORTH CENTRAL  
CIVILIAN HR REGION, KOREA  
CIVILIAN HR REGION, WEST  
CIVILIAN PERSONNEL EVALUATION AGENCY

OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)  
OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)